

2004 AAPA Physician Assistant Census Report - Montana

Introduction

The American Academy of Physician Assistants (AAPA) was founded in 1968 and is the only national organization representing physician assistants (PAs) in all medical specialties. The Academy educates the general public about the PA profession, assures competency of PAs through active involvement in the accreditation of PA programs, provides continuing education, and conducts PA-related research. The Academy works to promote quality, cost-effective health care, and the professional and personal growth of PAs.

From 1990 to 1995, the AAPA conducted a census survey of its members. Beginning in 1996, the census survey was expanded to include those PAs who were not members of AAPA. While the survey instrument and the data collection process have undergone some revisions since the inception of the census, the general approach and data elements have remained much the same.

The data collection effort for the 2004 AAPA Physician Assistant Census was conducted between March 15 and September 15, 2004. Survey forms were mailed to all individuals, both AAPA members and non-members, who were believed to be eligible to practice as PAs in the United States as of December 31, 2003 and for whom address information was available. Surveys were not mailed to individuals who had indicated on a previous Census that they were retired or working as a physician. In total, forms were mailed to 58,826 people – accounting for 95.0 percent of the 61,891 individuals eligible to practice as PAs. Completed surveys were received from 23,494 people, representing 38.0 percent of all individuals eligible to practice as PAs and 39.9 percent of the PAs who were mailed a survey form. Of the 30,019 AAPA members who were mailed a form, 16,138 (53.8%) responded; of the 28,807 non-members who were mailed a form, 7,356 (25.5%) responded. This document presents the responses received on the census survey and also includes certain static information derived from the AAPA Masterfile, such as sex, race, and age. It should be noted that these data have not been weighted or adjusted to account for non-response, the number of usable responses for each item varies due to item non-response, and that the percentages displayed in all tables may not sum to 100 due to rounding.

To facilitate locating specific items of interest, an index of the subjects addressed by the tables is provided in addition to a list of tables.

Highlights of National Statistics

Section I. Characteristics of Respondents and Non-Respondents

Sex: Females accounted for 60 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

Age: The mean age of census respondents is 42 years; the median is 41.

PA Education: Half (50%) of respondents hold a bachelor's level PA degree; 22 percent of respondents hold a master's level PA degree.

Types of Degrees Held: Ninety-one percent of respondents hold a bachelor's degree or higher; thirty-five percent hold a masters degree. Only about two percent of respondents hold a doctoral degree.

Age at Time of Graduation from PA School: The mean age at time of graduation from PA school was 31 years; the median was 29.

Years Since Graduation from PA School The mean number of years since graduation from PA school for census respondents is 11; the median is 7.

Section II. Professional Status of Respondents

Practice Status: The vast majority of respondents (89%) are in clinical practice.

Current Profession: Four percent of respondents reported working as a PA educator. This was the most common professional activity other than providing clinical services as a PA.

Section III: Information about Respondents in Clinical Practice

Number of Clinical PA Jobs: Eighty-five percent of respondents reported working exactly one clinical PA job; 15 percent work more than one clinical PA job concurrently.

Employer Type: More than four in ten respondents (43%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 14 percent are employed by solo physician offices.

Government Employment: About 10 percent of respondents work for some type of government agency. The Department of Veterans' Affairs is the single largest government employer of PAs accounting for just over two percent of respondents; state governments collectively employ about two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 37 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital emergency rooms (10%), hospital inpatient units (9%), hospital outpatient units (8%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 29 percent of respondents; 20 percent report working in a single-specialty group practice and 9 percent report working in a multi-specialty group practice. Other settings reported as the primary work setting by large numbers of PAs include solo-practice physician offices (13%), and Federally Qualified Health Centers or community health facilities (8%).

Work Settings where Clinical Services are Provided over the Course of a Typical Month:

Respondents were asked to indicate all of the settings where they provide clinical services for their primary clinical employer over the course of a typical month. The specific work settings reported by at least 20 percent of respondents are hospital inpatient units (33%), hospital emergency rooms (29%), single-specialty physician group practices (26%), hospital operating rooms (21%), hospital outpatient units (21%), and hospital intensive care/critical care units (20%).

Primary Specialty of Practice: While PAs practice in at least 61 specialty fields, 42 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general practice medicine (30%), general internal medicine (8%), obstetrics/gynecology (3%), and general pediatrics (3%). Other prevalent specialties for PAs include general surgery/surgical subspecialties (24%), emergency medicine (10%), and the subspecialties of internal medicine (10%).

Years in Clinical Practice: The mean number of years in clinical practice is 9.2; the median is 6 years.

Years in Current Position: The mean number of years respondents have worked in their current position is 5.0; the median is 3 years.

Years in Current Specialty: The mean number of years respondents have worked in their current specialty is 6.4; the median is 4 years.

Geographic Distribution: The states in which the largest numbers of clinically practicing respondents are employed include: New York (10%), California (8%), Texas (6%), Pennsylvania (6%), Florida (5%), and North Carolina (5%).

Metropolitan Status of Work Site: About one-fifth of respondents (19%) work in counties that are classified as non-metropolitan.

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than one-fourth of respondents (27%) reported assisting in surgery and about four in ten (42%) reported performing invasive procedures. Nine percent of respondents reported supervising other PAs, and one in five (20%) reported supervising other clinical staff. More than one-third of respondents (37%) indicated that they precept PA students; one-fourth (25%) reported precepting students of other health professions.

Work Status: The majority of clinically practicing respondents (87%) work full-time, defined as more than 32 hours per week, for their primary clinical employer.

Section IV. Information about Respondents in Clinical Practice Who Work at Least 32 Hours per Week at Their Primary Clinical Job

Hours Worked: The mean number of hours worked by the respondents who work more than 32 hours in a typical week is 44.4; the median is 42 hours.

Patient Visits/Encounters: Due to the variety of work settings and specialty fields in which PAs practice, the types of patients PAs treat are quite varied. The vast majority (91%) of census respondents who work full-time see some outpatients in their primary job; the mean number of patient visits provided per week by PAs who see outpatients exclusively is 96.0. One-third of respondents who work full-time (33%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 61.8. Six percent of full-time PAs reported seeing some nursing home patients in their primary job, and only four percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients.

Working in Hospitals: Almost two-thirds (64%) of respondents report seeing patients in at least one hospital and one in five (21%) report seeing patients in more than one hospital. The vast majority (98%) of respondents who see patients in hospitals have privileges granted by the medical staff in at least one hospital. Forty-five percent of respondents who see patients in hospitals are members of at least one hospital's medical staff and 42% are members of at least one hospital's PA staff.

Taking Call: More than one-third of full-time respondents (39%) reported taking call for their primary employer. The mean hours on call per month for those PAs who reported taking some call but who were not always on call is 99.

Base Pay: The majority of respondents (80%) reported receiving their base pay in the form of a salary; 18 percent indicated that they receive an hourly wage.

Compensation: Respondents reported receiving several additional forms of compensation from their primary employer. The most common form of additional compensation was a bonus or incentive pay based on the PA's productivity or performance, reported by 24 percent of respondents. Eighteen percent of respondents reported receiving overtime pay while 17 percent reported receiving a bonus based on something other than productivity or performance. Almost half of those who reported receiving an incentive based on productivity or performance (46%) indicated that the incentive was based on revenue.

Annual Income: The median total annual income from primary employer for respondents who work at least 32 hours per week for their primary employer and who are not self-employed is \$74,264; the mean is \$78,257. The comparable figures for respondents who graduated in 2003 are \$64,536 and \$65,641, respectively.

CME Funding: Eighty-eight percent of respondents reported having CME funds available to them from their primary employer. For those PAs who reported the amount of CME funds available to them, the mean is \$1,559; the median is \$1,500.

Source of Funds for Insurance and Other Expenses: Ninety-seven percent of respondents reported that their employer pays 95-100% of the cost of their professional liability insurance. Other expenses for which employers often pay 95-100% of the cost include DEA registration fees (75%), credentialing fees (73%), state license fees (71%), AAPA dues (63%), and NCCPA fees (63%).

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Section I: Characteristics of 2004 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by whether State is Montana

	Count	Percent
Total	23494	100.0%
Montana	155	.7%
All Others	23339	99.3%

Table 1.2: Number and Percent Distribution of Census Respondents by Sex

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Male	64	41.8%	9180	39.7%	9244	39.7%
Female	89	58.2%	13938	60.3%	14027	60.3%

Table 1.3: Number and Percent Distribution of Census Respondents by Race

		Montana		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Montana	Asian/Pacific Islander	2	1.5%			2	1.5%
	Amer Indian/Alaskan	6	4.4%			6	4.4%
	White (Not Hispanic)	129	94.2%			129	94.2%
All Others	Asian/Pacific Islander			706	3.4%	706	3.4%
	Black (Not Hispanic)			617	2.9%	617	2.9%
	Hispanic/Latino Origin			788	3.7%	788	3.7%
	Amer Indian/Alaskan			184	.9%	184	.9%
	White (Not Hispanic)			18580	88.4%	18580	88.4%
	Multiracial			153	.7%	153	.7%

Table 1.4: Number and Percent Distribution of Census Respondents by PA Degrees Held

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Do not have certificate in PA studies	65	48.1%	12617	64.5%	12682	64.4%
Have certificate in PA studies	70	51.9%	6950	35.5%	7020	35.6%
Do not have associate's in PA studies	130	96.3%	18000	92.0%	18130	92.0%
Have associate's in PA studies	5	3.7%	1567	8.0%	1572	8.0%
Do not have bachelor's in PA studies	74	54.8%	9779	50.0%	9853	50.0%
Have bachelor's in PA studies	61	45.2%	9788	50.0%	9849	50.0%
Do not have master's in PA studies	120	88.9%	15307	78.2%	15427	78.3%
Have master's in PA studies	15	11.1%	4260	21.8%	4275	21.7%

Table 1.5: Number and Percent Distribution of Census Respondents by Types of Degrees Held

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Do not have bachelor's degree	30	22.2%	1786	9.1%	1816	9.2%
Have bachelor's degree	105	77.8%	17781	90.9%	17886	90.8%
Do not have master's degree	103	76.3%	12617	64.5%	12720	64.6%
Have master's degree	32	23.7%	6950	35.5%	6982	35.4%
Do not have doctoral degree	134	99.3%	19268	98.5%	19402	98.5%
Have doctoral degree	1	.7%	299	1.5%	300	1.5%

Table 1.6: Summary Measures of Age for Census Respondents

	Montana	All Others	Total
Count	154	23270	23424
Mean	44.2	41.6	41.6
Standard deviation	10.1	10.7	10.7
10th percentile	30.0	28.0	28.0
25th percentile	35.8	32.0	32.0
Median	45.0	41.0	41.0
75th percentile	51.3	50.0	50.0
90th percentile	57.0	56.0	56.0

Table 1.7: Summary Measures of Age During Year of Graduation from PA School for Census Respondents

	Montana	All Others	Total
Count	154	23270	23424
Mean	34.0	30.9	30.9
Standard deviation	8.2	7.0	7.0
10th percentile	25.0	24.0	24.0
25th percentile	27.0	26.0	26.0
Median	32.5	29.0	29.0
75th percentile	39.0	34.0	34.0
90th percentile	46.5	41.0	41.0

Table 1.8: Summary Measures of Years since Graduation from PA School for Census Respondents

	Montana	All Others	Total
Count	155	23339	23494
Mean	10.3	10.7	10.7
Standard deviation	8.7	9.0	9.0
10th percentile	2.0	1.0	1.0
25th percentile	4.0	3.0	3.0
Median	8.0	7.0	7.0
75th percentile	14.0	18.0	18.0
90th percentile	25.0	26.0	26.0

Section II: Professional Status of Respondents**Table 2.1: Number and Percent Distribution of Respondents by Clinical Practice Status**

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	155	100.0%	23339	100.0%	23494	100.0%
In clinical practice	134	86.5%	20722	88.8%	20856	88.8%
Not in clinical practice	21	13.5%	2617	11.2%	2638	11.2%

Table 2.2: Number and Percent Distribution of Respondents by Current Professional Status*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	155	100.0%	23339	100.0%	23494	100.0%
Clinically practicing PA	134	86.5%	20722	88.8%	20856	88.8%
Clinically practicing physician or resident	1	.6%	108	.5%	109	.5%
Clinically practicing NP	7	4.5%	223	1.0%	230	1.0%
Other clinically practicing provider			161	.7%	161	.7%
PA educator	5	3.2%	944	4.0%	949	4.0%
Other health professions educator	5	3.2%	295	1.3%	300	1.3%
Health care professional-administrator	2	1.3%	382	1.6%	384	1.6%
Health care professional-researcher			160	.7%	160	.7%
Health care professional-lawyer			12	.1%	12	.1%
Health care professional-public health			60	.3%	60	.3%
Health care professional-other	5	3.2%	532	2.3%	537	2.3%
Other non-health professional	3	1.9%	240	1.0%	243	1.0%
Student in post-graduate PA program			170	.7%	170	.7%
Medical student	1	.6%	55	.2%	56	.2%
Other student			87	.4%	87	.4%
Not employed by choice	2	1.3%	563	2.4%	565	2.4%
Employed, seeking PA job	3	1.9%	121	.5%	124	.5%
Unemployed, seeking PA job			250	1.1%	250	1.1%
Unemployed, seeking non-PA job			68	.3%	68	.3%
Retired	5	3.2%	448	1.9%	453	1.9%
Other	2	1.3%	307	1.3%	309	1.3%

*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Section III: Information about Respondents in Clinical Practice

Table 3.1: Number and Percent Distribution of Clinically Practicing Respondents by Number of Concurrent PA Jobs

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	134	100.0%	20722	100.0%	20856	100.0%
One	109	81.3%	17594	84.9%	17703	84.9%
Two	19	14.2%	2548	12.3%	2567	12.3%
Three	4	3.0%	383	1.8%	387	1.9%
More than three	1	.7%	89	.4%	90	.4%
Self-employed w/mult contracts	1	.7%	108	.5%	109	.5%

Table 3.2: Number and Percent Distribution of Clinically Practicing Respondents by Type of Primary Employer

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	134	100.0%	20698	100.0%	20832	100.0%
Self-employed	6	4.5%	547	2.6%	553	2.7%
Solo physician practice	16	11.9%	2913	14.1%	2929	14.1%
Single-specialty physician group	30	22.4%	6221	30.1%	6251	30.0%
Multi-specialty physician group	30	22.4%	2670	12.9%	2700	13.0%
University hospital			1517	7.3%	1517	7.3%
Other hospital	17	12.7%	3066	14.8%	3083	14.8%
Freestanding urgent care center	7	5.2%	381	1.8%	388	1.9%
Freestanding surgical center			25	.1%	25	.1%
Nursing home or LTC facility			55	.3%	55	.3%
Home health agency			3	.0%	3	.0%
Hospice			1	.0%	1	.0%
HMO			550	2.7%	550	2.6%
Community health center	18	13.4%	1209	5.8%	1227	5.9%
Medical staffing agency	1	.7%	57	.3%	58	.3%
Physician practice mngmt org	1	.7%	308	1.5%	309	1.5%
Integrated health system	3	2.2%	198	1.0%	201	1.0%
Corrections system			229	1.1%	229	1.1%
Other	5	3.7%	748	3.6%	753	3.6%

Table 3.3: Number and Percent Distribution of Clinically Practicing Respondents by Primary Employer's Government Affiliation

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	132	100.0%	20491	100.0%	20623	100.0%
Not government employed	121	91.7%	18468	90.1%	18589	90.1%
Air Force			144	.7%	144	.7%
Army			302	1.5%	302	1.5%
Navy			115	.6%	115	.6%
Dept. of Veterans Affairs	1	.8%	502	2.4%	503	2.4%
Federal Bureau of Prisons/DOJ			45	.2%	45	.2%
Federal Public Health Service	2	1.5%	79	.4%	81	.4%
Indian Health Service			80	.4%	80	.4%
Other federal government	1	.8%	77	.4%	78	.4%
State government	1	.8%	430	2.1%	431	2.1%
Local government	6	4.5%	229	1.1%	235	1.1%
Coast Guard			20	.1%	20	.1%

Table 3.4: Number and Percent Distribution of Clinically Practicing Respondents by Primary Work Setting

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	134	100.0%	20662	100.0%	20796	100.0%
Intensive/critical care unit of hospital	1	.7%	391	1.9%	392	1.9%
Inpatient unit of hospital (not ICU/CCU)	5	3.7%	1860	9.0%	1865	9.0%
Outpatient unit of hospital	3	2.2%	1604	7.8%	1607	7.7%
Hospital emergency room	15	11.2%	2032	9.8%	2047	9.8%
Hospital operating room	7	5.2%	1436	6.9%	1443	6.9%
Other unit of hospital	4	3.0%	249	1.2%	253	1.2%
Federally Qualified Rural Health Center	17	12.7%	888	4.3%	905	4.4%
Other FQHC	1	.7%	334	1.6%	335	1.6%
Other community health center/facility	9	6.7%	467	2.3%	476	2.3%
Freestanding urgent care facility	8	6.0%	590	2.9%	598	2.9%
Freestanding surgical facility	1	.7%	114	.6%	115	.6%
Solo practice physician office	16	11.9%	2759	13.4%	2775	13.3%
Single-specialty physician group practice	21	15.7%	4167	20.2%	4188	20.1%
Multi-specialty physician group practice	19	14.2%	1855	9.0%	1874	9.0%
HMO facility			398	1.9%	398	1.9%
Nursing home or LTC facility	2	1.5%	177	.9%	179	.9%
University/college student health facility	2	1.5%	135	.7%	137	.7%
School-based health facility			80	.4%	80	.4%
Other freestanding outpatient facility	2	1.5%	460	2.2%	462	2.2%
Correctional facility			255	1.2%	255	1.2%
Industrial facility/work site	1	.7%	120	.6%	121	.6%
Mobile health unit			20	.1%	20	.1%
Patients' homes			17	.1%	17	.1%
Other			254	1.2%	254	1.2%

Table 3.5: Number and Percent Distribution of Clinically Practicing Respondents by Types of Practice Settings where Time is Spent*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	134	100.0%	20690	100.0%	20824	100.0%
Intensive/critical care unit of hospital	30	22.4%	4205	20.3%	4235	20.3%
Inpatient unit of hospital (not ICU/CCU)	54	40.3%	6715	32.5%	6769	32.5%
Outpatient unit of hospital	30	22.4%	4273	20.7%	4303	20.7%
Hospital emergency room	60	44.8%	5929	28.7%	5989	28.8%
Hospital operating room	30	22.4%	4373	21.1%	4403	21.1%
Other unit of hospital	10	7.5%	1791	8.7%	1801	8.6%
Federally Qualified Rural Health Center	27	20.1%	1162	5.6%	1189	5.7%
Other FQHC	3	2.2%	468	2.3%	471	2.3%
Other community health center/facility	11	8.2%	748	3.6%	759	3.6%
Freestanding urgent care facility	12	9.0%	1084	5.2%	1096	5.3%
Freestanding surgical facility	9	6.7%	910	4.4%	919	4.4%
Solo practice physician office	18	13.4%	3361	16.2%	3379	16.2%
Single-specialty physician group practice	29	21.6%	5472	26.4%	5501	26.4%
Multi-specialty physician group practice	29	21.6%	2565	12.4%	2594	12.5%
HMO facility			590	2.9%	590	2.8%
Nursing home or LTC facility	28	20.9%	1310	6.3%	1338	6.4%
University/college student health facility	4	3.0%	280	1.4%	284	1.4%
School-based health facility	1	.7%	193	.9%	194	.9%
Other freestanding outpatient facility	6	4.5%	741	3.6%	747	3.6%
Correctional facility	6	4.5%	391	1.9%	397	1.9%
Industrial facility/work site	1	.7%	234	1.1%	235	1.1%
Mobile health unit			100	.5%	100	.5%
Patients' homes	9	6.7%	437	2.1%	446	2.1%
Other	7	5.2%	501	2.4%	508	2.4%

*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 3.6: Number and Percent Distribution of Clinically Practicing Respondents by General Specialty Practiced for Primary Employer

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	132	100.0%	20418	100.0%	20550	100.0%
Family/general medicine	62	47.0%	5990	29.3%	6052	29.5%
General internal medicine	7	5.3%	1600	7.8%	1607	7.8%
Emergency medicine	14	10.6%	2017	9.9%	2031	9.9%
General pediatrics			523	2.6%	523	2.5%
General surgery	1	.8%	580	2.8%	581	2.8%
Internal medicine subspecialties	10	7.6%	1994	9.8%	2004	9.8%
Pediatric subspecialties	1	.8%	308	1.5%	309	1.5%
Surgical subspecialties	25	18.9%	4302	21.1%	4327	21.1%
Obstetrics and gynecology	2	1.5%	532	2.6%	534	2.6%
Industrial/occupational medicine	1	.8%	494	2.4%	495	2.4%
Other	9	6.8%	2078	10.2%	2087	10.2%

Table 3.7: Number and Percent Distribution of Clinically Practicing Respondents by Specialty Practiced for Primary Employer

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	132	100.0%	20418	100.0%	20550	100.0%
Addiction medicine			89	.4%	89	.4%
Allergy	2	1.5%	115	.6%	117	.6%
Anesthesiology	1	.8%	44	.2%	45	.2%
Dermatology	1	.8%	624	3.1%	625	3.0%
Emergency medicine	14	10.6%	2017	9.9%	2031	9.9%
Family practice w/o urgent care	8	6.1%	2362	11.6%	2370	11.5%
Family practice wt urgent care	54	40.9%	3628	17.8%	3682	17.9%
Genetics			4	.0%	4	.0%
Geriatrics	1	.8%	161	.8%	162	.8%
Obstetrics/gynecology	2	1.5%	532	2.6%	534	2.6%
Occupational medicine	1	.8%	494	2.4%	495	2.4%
Ophthalmology			23	.1%	23	.1%
Pain management	1	.8%	179	.9%	180	.9%
Pathology			6	.0%	6	.0%
Physical med rehab	1	.8%	154	.8%	155	.8%
Psychiatry			200	1.0%	200	1.0%
Public health	1	.8%	26	.1%	27	.1%
Radiation oncology			45	.2%	45	.2%
Radiology			128	.6%	128	.6%
General surgery	1	.8%	580	2.8%	581	2.8%
Surg: cardiovascular/cardiothoracic	2	1.5%	713	3.5%	715	3.5%
Surg: colon & rectal			17	.1%	17	.1%
Surg: hand			53	.3%	53	.3%
Surg: neurology	4	3.0%	430	2.1%	434	2.1%
Surg: oncology			56	.3%	56	.3%
Surg: orthopedics	16	12.1%	2013	9.9%	2029	9.9%
Surg: otorhinolaryngology	2	1.5%	167	.8%	169	.8%
Surg: pediatric			28	.1%	28	.1%
Surg: plastic			146	.7%	146	.7%
Surg: thoracic			34	.2%	34	.2%
Surg: transplant			42	.2%	42	.2%
Surg: trauma	1	.8%	82	.4%	83	.4%
Surg: urology			251	1.2%	251	1.2%
Surg: vascular			134	.7%	134	.7%
Surg: other			136	.7%	136	.7%
General pediatrics			523	2.6%	523	2.5%
Ped: adolescent medicine			64	.3%	64	.3%
Ped: allergy			10	.0%	10	.0%
Ped: cardiology			18	.1%	18	.1%
Ped: critical care			19	.1%	19	.1%
Ped: endocrinology			6	.0%	6	.0%
Ped: gastroenterology			11	.1%	11	.1%
Ped: hematology/oncology			32	.2%	32	.2%
Ped: infectious disease			6	.0%	6	.0%
Ped: neonatal-perinatal			66	.3%	66	.3%
Ped: nephrology			4	.0%	4	.0%
Ped: neurology	1	.8%	11	.1%	12	.1%
Ped: pulmonology			7	.0%	7	.0%
Ped: other			54	.3%	54	.3%
General internal medicine	7	5.3%	1600	7.8%	1607	7.8%
IM: cardiology	4	3.0%	681	3.3%	685	3.3%
IM: critical care			55	.3%	55	.3%
IM: endocrinology			79	.4%	79	.4%
IM: gastroenterology			337	1.7%	337	1.6%
IM: hematology/oncology	2	1.5%	286	1.4%	288	1.4%
IM: immunology			5	.0%	5	.0%
IM: infectious disease	2	1.5%	123	.6%	125	.6%
IM: nephrology			109	.5%	109	.5%
IM: neurology	1	.8%	90	.4%	91	.4%
IM: pulmonology			71	.3%	71	.3%
IM: rheumatology			73	.4%	73	.4%
IM: other	1	.8%	85	.4%	86	.4%
Other	1	.8%	280	1.4%	281	1.4%

Table 3.8: Summary Measures of Years in Clinical Practice as PA for Clinically Practicing Respondents

	Montana	All Others	Total
Respondents	134	20675	20809
Mean	9.0	9.2	9.2
Standard deviation	8.1	8.6	8.6
10th percentile	1.0	.0	.0
25th percentile	3.0	3.0	3.0
Median	6.5	6.0	6.0
75th percentile	11.3	14.0	14.0
90th percentile	22.5	24.0	24.0

Table 3.9: Summary Measures of Years in Current Position for Clinically Practicing Respondents

	Montana	All Others	Total
Respondents	125	19631	19756
Mean	4.3	5.0	5.0
Standard deviation	4.2	5.7	5.7
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	3.0	3.0	3.0
75th percentile	6.0	7.0	7.0
90th percentile	11.0	13.0	13.0

Table 3.10: Summary Measures of Years in Current Specialty for Clinically Practicing Respondents

	Montana	All Others	Total
Respondents	133	20507	20640
Mean	6.2	6.4	6.4
Standard deviation	6.4	7.0	7.0
10th percentile	.0	.0	.0
25th percentile	1.0	1.0	1.0
Median	4.0	4.0	4.0
75th percentile	10.0	9.0	9.0
90th percentile	15.0	17.0	17.0

Table 3.11: Number and Percent Distribution of Clinically Practicing Respondents by AAPA Region in Which Employed

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	133	100.0%	20179	100.0%	20312	100.0%
Northeast			4851	24.0%	4851	23.9%
Southeast			4707	23.3%	4707	23.2%
North Central			4125	20.4%	4125	20.3%
South Central			2784	13.8%	2784	13.7%
West	133	100.0%	3712	18.4%	3845	18.9%

Table 3.12: Number and Percent Distribution of Clinically Practicing Respondents by State/Geographic Location in Which Employed

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	133	100.0%	20179	100.0%	20312	100.0%
Alaska			130	.6%	130	.6%
Alabama			102	.5%	102	.5%
Arkansas			27	.1%	27	.1%
Arizona			455	2.3%	455	2.2%
California			1684	8.3%	1684	8.3%
Colorado			586	2.9%	586	2.9%
Connecticut			431	2.1%	431	2.1%
District Of Columbia			73	.4%	73	.4%
Delaware			66	.3%	66	.3%
Florida			1088	5.4%	1088	5.4%
Georgia			616	3.1%	616	3.0%
Guam			5	.0%	5	.0%
Hawaii			52	.3%	52	.3%
Iowa			324	1.6%	324	1.6%
Idaho			131	.6%	131	.6%
Illinois			539	2.7%	539	2.7%
Indiana			187	.9%	187	.9%
Kansas			267	1.3%	267	1.3%
Kentucky			251	1.2%	251	1.2%
Louisiana			139	.7%	139	.7%
Massachusetts			445	2.2%	445	2.2%
Maryland			487	2.4%	487	2.4%
Maine			207	1.0%	207	1.0%
Michigan			932	4.6%	932	4.6%
Minnesota			379	1.9%	379	1.9%
Missouri			186	.9%	186	.9%
Mississippi			37	.2%	37	.2%
Montana	133	100.0%			133	.7%
North Carolina			1049	5.2%	1049	5.2%
North Dakota			88	.4%	88	.4%
Nebraska			274	1.4%	274	1.3%
New Hampshire			136	.7%	136	.7%
New Jersey			273	1.4%	273	1.3%
New Mexico			145	.7%	145	.7%
Nevada			135	.7%	135	.7%
New York			1970	9.8%	1970	9.7%
Ohio			490	2.4%	490	2.4%
Oklahoma			319	1.6%	319	1.6%
Oregon			258	1.3%	258	1.3%
Pennsylvania			1162	5.8%	1162	5.7%
Rhode Island			84	.4%	84	.4%
South Carolina			187	.9%	187	.9%
South Dakota			152	.8%	152	.7%
Tennessee			282	1.4%	282	1.4%
Texas			1264	6.3%	1264	6.2%
Utah			205	1.0%	205	1.0%
Virginia			390	1.9%	390	1.9%
Vermont			77	.4%	77	.4%
Washington			580	2.9%	580	2.9%
Wisconsin			574	2.8%	574	2.8%
West Virginia			182	.9%	182	.9%
Wyoming			77	.4%	77	.4%

Table 3.13: Number and Percent Distribution of Clinically Practicing Respondents by Metropolitan Status of Primary Practice Site

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	133	100.0%	19981	100.0%	20114	100.0%
Not metro	86	64.7%	3704	18.5%	3790	18.8%
Metro	47	35.3%	16277	81.5%	16324	81.2%

Table 3.14: Number and Percent Distribution of Clinically Practicing Respondents Who Perform Select Functions at Primary Clinical Job*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	134	100.0%	20701	100.0%	20835	100.0%
Function as hospitalist	10	7.5%	1307	6.3%	1317	6.3%
Perform invasive procedures	63	47.0%	8636	41.7%	8699	41.8%
Assist at surgery	33	24.6%	5494	26.5%	5527	26.5%
Manage care for inpatients	51	38.1%	7331	35.4%	7382	35.4%
Perform quality assurance	24	17.9%	4148	20.0%	4172	20.0%
Educate other providers	39	29.1%	6671	32.2%	6710	32.2%
Utilization review	13	9.7%	1217	5.9%	1230	5.9%
Research	11	8.2%	2182	10.5%	2193	10.5%
Pharmaceutical selection committee	6	4.5%	465	2.2%	471	2.3%
Therapeutics committee	7	5.2%	437	2.1%	444	2.1%
Make decisions about procurement	41	30.6%	4399	21.3%	4440	21.3%
Supervise other PAs	7	5.2%	1808	8.7%	1815	8.7%
Supervise clinical staff other than PAs	28	20.9%	4035	19.5%	4063	19.5%
Supervise non-clinical staff	17	12.7%	1898	9.2%	1915	9.2%
Precept PA students	58	43.3%	7580	36.6%	7638	36.7%
Precept students of other health professions	35	26.1%	5174	25.0%	5209	25.0%

*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 3.15: Number and Percent Distribution of Clinically Practicing Respondents by Hours Worked per Week at Primary Clinical Job

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	134	100.0%	20722	100.0%	20856	100.0%
32 or more hours	109	81.3%	17937	86.6%	18046	86.5%
Less than 32 hours	24	17.9%	2720	13.1%	2744	13.2%
Hours not reported	1	.7%	65	.3%	66	.3%

Section IV: Information about Respondents Who Work at Least 32 Hours per Week at Their Primary Clinical Job

Table 4.1: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Patients Treated*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	64	100.0%	12559	100.0%	12623	100.0%
See some inpatients	28	43.8%	4125	32.8%	4153	32.9%
See some outpatients	60	93.8%	11431	91.0%	11491	91.0%
See some nursing home patients	13	20.3%	719	5.7%	732	5.8%
See some other patients**	8	12.5%	462	3.7%	470	3.7%

*Data represent only respondents who reported complete information about both hours and visits for all patient types. Percentages sum to more than 100 because respondents may see multiple types of patients.

**Other patients are those who were not classified as either outpatients, inpatients, or nursing home patients.

Table 4.2: Summary Measures of Total Hours Worked per Week for Primary Clinical Employer by Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job

	Montana	All Others	Total
Respondents	109	17937	18046
Mean	45.3	44.4	44.4
Standard deviation	8.9	8.0	8.0
10th percentile	35.0	36.0	36.0
25th percentile	40.0	40.0	40.0
Median	45.0	42.0	42.0
75th percentile	50.0	50.0	50.0
90th percentile	60.0	55.0	55.0

Table 4.3: Summary Measures of Hours Providing Direct Inpatient Care per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job*

	Montana	All Others	Total
Respondents	1	731	732
Mean	40.0	43.6	43.6
Standard deviation	.	7.7	7.7
10th percentile	40.0	35.0	35.0
25th percentile	40.0	40.0	40.0
Median	40.0	40.0	40.0
75th percentile	40.0	50.0	49.8
90th percentile	40.0	54.8	54.7

*Excludes time spent performing tasks other than providing direct patient care to inpatients.

Table 4.4: Summary Measures of Inpatient Encounters per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job

	Montana	All Others	Total
Respondents	1	731	732
Mean	14.0	61.9	61.8
Standard deviation	.	43.0	43.1
10th percentile	14.0	16.4	16.0
25th percentile	14.0	30.0	30.0
Median	14.0	50.0	50.0
75th percentile	14.0	80.0	80.0
90th percentile	14.0	109.0	108.5

Table 4.5: Summary Measures of Hours Providing Direct Outpatient Care per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job*

	Montana	All Others	Total
Respondents	23	6324	6347
Mean	38.7	39.3	39.3
Standard deviation	6.0	5.6	5.6
10th percentile	32.0	34.0	34.0
25th percentile	34.0	35.0	35.0
Median	40.0	40.0	40.0
75th percentile	40.0	40.0	40.0
90th percentile	50.0	45.0	45.0

*Excludes time spent performing tasks other than providing direct patient care to outpatients.

Table 4.6: Summary Measures of Outpatient Visits per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job

	Montana	All Others	Total
Respondents	23	6324	6347
Mean	80.5	96.1	96.0
Standard deviation	28.2	39.2	39.2
10th percentile	50.0	50.0	50.0
25th percentile	60.0	70.0	70.0
Median	75.0	100.0	100.0
75th percentile	100.0	115.0	115.0
90th percentile	118.0	150.0	148.4

Table 4.7: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA Sees Patients

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	104	100.0%	16465	100.0%	16569	100.0%
None	32	30.8%	5980	36.3%	6012	36.3%
One	54	51.9%	7118	43.2%	7172	43.3%
Two	15	14.4%	1932	11.7%	1947	11.8%
Three	2	1.9%	837	5.1%	839	5.1%
Greater than three	1	1.0%	598	3.6%	599	3.6%

Table 4.8: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and See Some Hospital Patients by Number of Hospitals with Privileges Granted by Medical Staff

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	72	100.0%	10421	100.0%	10493	100.0%
None			220	2.1%	220	2.1%
One	53	73.6%	6652	63.8%	6705	63.9%
Two	16	22.2%	2000	19.2%	2016	19.2%
Three	2	2.8%	890	8.5%	892	8.5%
Greater than three	1	1.4%	659	6.3%	660	6.3%

Table 4.9: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Medical Staff

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	70	100.0%	10219	100.0%	10289	100.0%
None	24	34.3%	5595	54.8%	5619	54.6%
One	35	50.0%	3366	32.9%	3401	33.1%
Two	10	14.3%	733	7.2%	743	7.2%
Three			308	3.0%	308	3.0%
Greater than three	1	1.4%	217	2.1%	218	2.1%

Table 4.10: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of PA Staff

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	70	100.0%	10219	100.0%	10289	100.0%
None	55	78.6%	5882	57.6%	5937	57.7%
One	11	15.7%	3412	33.4%	3423	33.3%
Two	4	5.7%	585	5.7%	589	5.7%
Three			206	2.0%	206	2.0%
Greater than three			134	1.3%	134	1.3%

Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Allied Health Staff

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	70	100.0%	10219	100.0%	10289	100.0%
None	39	55.7%	6086	59.6%	6125	59.5%
One	23	32.9%	2527	24.7%	2550	24.8%
Two	7	10.0%	865	8.5%	872	8.5%
Three	1	1.4%	402	3.9%	403	3.9%
Greater than three			339	3.3%	339	3.3%

Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Other Staff Category

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	70	100.0%	10219	100.0%	10289	100.0%
None	65	92.9%	9787	95.8%	9852	95.8%
One	3	4.3%	336	3.3%	339	3.3%
Two	2	2.9%	46	.5%	48	.5%
Three			23	.2%	23	.2%
Greater than three			27	.3%	27	.3%

Table 4.13: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Responsibility for Call

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	109	100.0%	17937	100.0%	18046	100.0%
Do not take call	56	51.4%	10910	60.8%	10966	60.8%
Take some call	46	42.2%	5893	32.9%	5939	32.9%
Take call, hours unknown	1	.9%	150	.8%	151	.8%
Always on call	6	5.5%	984	5.5%	990	5.5%

Table 4.14 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	109	100.0%	17937	100.0%	18046	100.0%
Do not take call	56	51.4%	10910	60.8%	10966	60.8%
Emergency department call	24	22.0%	1651	9.2%	1675	9.3%
Surgical call	24	22.0%	2104	11.7%	2128	11.8%
In-house call	8	7.3%	2008	11.2%	2016	11.2%
Other type of call	18	16.5%	3599	20.1%	3617	20.0%
Call taken, type not indicated			140	.8%	140	.8%

*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 4.15: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Montana	All Others	Total
Respondents	46	5893	5939
Mean	111.2	98.7	98.8
Standard deviation	76.0	90.8	90.7
10th percentile	14.2	10.0	10.0
25th percentile	46.0	32.0	32.0
Median	100.0	72.0	72.0
75th percentile	180.0	140.0	140.0
90th percentile	230.2	216.0	216.0

*Includes only PAs who report taking call, but are not always on call.

Table 4.16: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	87	100.0%	15341	100.0%	15428	100.0%
No base pay	2	2.3%	132	.9%	134	.9%
Salary	69	79.3%	12336	80.4%	12405	80.4%
Hourly wage	16	18.4%	2764	18.0%	2780	18.0%
Other			109	.7%	109	.7%

*Excludes self-employed PAs.

Table 4.17: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Additional Compensation Received*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	84	100.0%	14727	100.0%	14811	100.0%
No additional pay	29	34.5%	4588	31.2%	4617	31.2%
Surgical assisting fees	5	6.0%	316	2.1%	321	2.2%
Overtime pay	10	11.9%	2637	17.9%	2647	17.9%
Administrative pay			392	2.7%	392	2.6%
Pay for on-call availability	6	7.1%	1220	8.3%	1226	8.3%
Pay for on-call services/events	8	9.5%	1199	8.1%	1207	8.1%
Bonus not based on performance	12	14.3%	2569	17.4%	2581	17.4%
Bonus based on performance of practice	7	8.3%	1921	13.0%	1928	13.0%
Bonus based on performance of PA	26	31.0%	3553	24.1%	3579	24.2%
Bonus based on something else	7	8.3%	1091	7.4%	1098	7.4%

*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 4.18: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive Incentive Pay Based on Productivity or Performance by Measures on Which Incentive is Based*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	26	100.0%	4397	100.0%	4423	100.0%
Bonus based on charges	3	11.5%	915	20.8%	918	20.8%
Bonus based on revenues	9	34.6%	2013	45.8%	2022	45.7%
Bonus based on relative value units	8	30.8%	514	11.7%	522	11.8%
Bonus based on profit	8	30.8%	1081	24.6%	1089	24.6%
Bonus based on number of visits or panel size	1	3.8%	784	17.8%	785	17.7%
Bonus based on quality of care			604	13.7%	604	13.7%
Bonus based on patient satisfaction			599	13.6%	599	13.5%
Bonus based on other factors	1	3.8%	354	8.1%	355	8.0%

*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

Table 4.19: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job*

	Montana	All Others	Total
Respondents	88	15489	15577
Mean	\$74,985	\$78,276	\$78,257
Standard deviation	\$18,336	\$20,207	\$20,198
10th percentile	\$55,100	\$57,829	\$57,823
25th percentile	\$63,126	\$64,733	\$64,727
Median	\$71,725	\$74,282	\$74,264
75th percentile	\$83,286	\$87,130	\$87,113
90th percentile	\$103,306	\$103,618	\$103,614

*Excludes self-employed PAs.

Table 4.21: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether CME Funds Are Available from Primary Employer*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	54	100.0%	12193	100.0%	12247	100.0%
Funds not available	2	3.7%	1518	12.4%	1520	12.4%
Funds available, amount known	42	77.8%	8435	69.2%	8477	69.2%
Funds available, amount unknown	10	18.5%	2240	18.4%	2250	18.4%

*Excludes self-employed PAs.

Table 4.22: Summary Measures of CME Funds Provided by Primary Clinical Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive CME Funding*

	Montana	All Others	Total
Respondents	42	8435	8477
Mean	\$1,632	\$1,559	\$1,559
Standard deviation	\$744	\$791	\$791
10th percentile	\$500	\$500	\$500
25th percentile	\$1,150	\$1,000	\$1,000
Median	\$1,700	\$1,500	\$1,500
75th percentile	\$2,000	\$2,000	\$2,000
90th percentile	\$2,500	\$2,500	\$2,500

*Excludes self-employed PAs.

Table 4.23: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Types of Insurance*

		Montana		All Others		Total	
		Count	Percent	Count	Percent	Count	Percent
Respondents		87	100.0%	14850	100.0%	14937	100.0%
Professional liability insurance	Employer pays 95-100%	86	98.9%	14474	97.5%	14560	97.5%
	Employer pays 50-94%			97	.7%	97	.6%
	Employer pays 1-49%	1	1.1%	17	.1%	18	.1%
	PA pays 100%			262	1.8%	262	1.8%
Individual health insurance	Employer pays 95-100%	43	51.2%	6993	50.5%	7036	50.5%
	Employer pays 50-94%	28	33.3%	4822	34.8%	4850	34.8%
	Employer pays 1-49%	4	4.8%	882	6.4%	886	6.4%
	PA pays 100%	9	10.7%	1164	8.4%	1173	8.4%
Family health insurance	Employer pays 95-100%	8	11.9%	2830	27.0%	2838	26.9%
	Employer pays 50-94%	27	40.3%	3638	34.7%	3665	34.7%
	Employer pays 1-49%	10	14.9%	1060	10.1%	1070	10.1%
	PA pays 100%	22	32.8%	2960	28.2%	2982	28.3%
Dental insurance	Employer pays 95-100%	14	20.3%	4154	31.6%	4168	31.6%
	Employer pays 50-94%	21	30.4%	4009	30.5%	4030	30.5%
	Employer pays 1-49%	6	8.7%	1167	8.9%	1173	8.9%
	PA pays 100%	28	40.6%	3803	29.0%	3831	29.0%
Disability insurance	Employer pays 95-100%	26	36.6%	5757	44.6%	5783	44.5%
	Employer pays 50-94%	16	22.5%	2184	16.9%	2200	16.9%
	Employer pays 1-49%	5	7.0%	967	7.5%	972	7.5%
	PA pays 100%	24	33.8%	4009	31.0%	4033	31.1%
Term life insurance	Employer pays 95-100%	19	30.2%	5061	41.5%	5080	41.4%
	Employer pays 50-94%	9	14.3%	1724	14.1%	1733	14.1%
	Employer pays 1-49%	9	14.3%	1048	8.6%	1057	8.6%
	PA pays 100%	26	41.3%	4361	35.8%	4387	35.8%

*Excludes self-employed PAs.

Table 4.24: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Select Expenses*

	Montana		All Others		Total	
	Count	Percent	Count	Percent	Count	Percent
Respondents	75	100.0%	13546	100.0%	13621	100.0%
Pension/retirement fund						
Employer pays 95-100%	18	24.0%	3425	25.3%	3443	25.3%
Employer pays 50-94%	20	26.7%	2793	20.6%	2813	20.7%
Employer pays 1-49%	31	41.3%	4773	35.2%	4804	35.3%
PA pays 100%	6	8.0%	2555	18.9%	2561	18.8%
State license fees						
Employer pays 95-100%	69	80.2%	10194	70.8%	10263	70.9%
Employer pays 50-94%	3	3.5%	213	1.5%	216	1.5%
Employer pays 1-49%	1	1.2%	98	.7%	99	.7%
PA pays 100%	13	15.1%	3891	27.0%	3904	27.0%
DEA registration fees						
Employer pays 95-100%	72	82.8%	8863	74.7%	8935	74.7%
Employer pays 50-94%	3	3.4%	116	1.0%	119	1.0%
Employer pays 1-49%	1	1.1%	59	.5%	60	.5%
PA pays 100%	11	12.6%	2829	23.8%	2840	23.8%
NCCPA fees						
Employer pays 95-100%	62	73.8%	9013	63.0%	9075	63.1%
Employer pays 50-94%	1	1.2%	200	1.4%	201	1.4%
Employer pays 1-49%	1	1.2%	113	.8%	114	.8%
PA pays 100%	20	23.8%	4979	34.8%	4999	34.7%
AAPA dues						
Employer pays 95-100%	56	68.3%	8954	63.1%	9010	63.1%
Employer pays 50-94%	2	2.4%	185	1.3%	187	1.3%
Employer pays 1-49%	1	1.2%	118	.8%	119	.8%
PA pays 100%	23	28.0%	4931	34.8%	4954	34.7%
State PA chapter dues						
Employer pays 95-100%	45	60.8%	7340	56.0%	7385	56.0%
Employer pays 50-94%	2	2.7%	191	1.5%	193	1.5%
Employer pays 1-49%	2	2.7%	112	.9%	114	.9%
PA pays 100%	25	33.8%	5474	41.7%	5499	41.7%
AAPA annual conference registration fees						
Employer pays 95-100%	46	63.9%	7429	57.6%	7475	57.6%
Employer pays 50-94%	7	9.7%	973	7.5%	980	7.6%
Employer pays 1-49%	5	6.9%	560	4.3%	565	4.4%
PA pays 100%	14	19.4%	3944	30.6%	3958	30.5%
Credentialing fees						
Employer pays 95-100%	62	76.5%	10066	73.2%	10128	73.2%
Employer pays 50-94%	4	4.9%	315	2.3%	319	2.3%
Employer pays 1-49%	3	3.7%	162	1.2%	165	1.2%
PA pays 100%	12	14.8%	3217	23.4%	3229	23.3%

*Excludes self-employed PAs.